LEADING TRANSFORMATION #51:
TRANSFORMATIONAL COACHING—COACHING RELATIONSHIPS

The right Coach and Coachee or Protégé relationships are essential for effective Transformational Coaching. How does a Coach ensure that a Protégé is the right person to invest precious time and talent in? How would a Protégé ensure that a Coach is the right person to guide the process for leadership transformation and effectiveness?

A. QUALIFICATIONS OF COACHES AND PROTÉGÉES

1. WHAT YOU SHOULD LOOK FOR IN A COACH

AN EFFECTIVE COACH
a. Cultivates relationships.
b. Is willing to take a chance on you.
c. Is respected by others.
d. Has a network of resources useful for the development of protégés.
e. Both talks and listens.
f. Is consistent in lifestyle.
g. Is concerned with the interest of protégé.
h. Is able to help the protégé diagnose own problem.
i. Inspires protégé to higher levels of achievement.
j. Is an Empowering Leader.

2. WHAT YOU SHOULD LOOK FOR IN A PROTÉGÉE

A GOOD PROTÉGÉ IS
a. Goal-oriented.
b. Actively seeks a challenging assignment and greater responsibility.
c. An initiator; not passive or draining.
d. Willing to assume responsibility for own growth and development.
e. Eager to learn.
f. Aspires to greater heights.

B. COACHING RELATIONSHIPS
It is also important to be intentional about the right types of coaching relationships appropriate for coaching processes. It is usually helpful to employ more than one type of coaching relationship for the protégé to enhance learning and transformation.

a. ONE-ON-ONE COACHING: Mainly between a coach and a protégé.
b. PEER COACHING: Protégé is engaged with peers in an accountable learning community.
c. TEAM COACHING: A Team that is coaching protégé(s).
d. SELF-COACHING: A Protégé that has taken responsibility for self-coaching. This usually happens after being engaged in effective “coach-protégé” relationships.

Taking time at the front-end to ensure that the right personalities are involved in the coaching process goes a long way to ensure effective learning, and leadership transformation.

REFLECTION QUESTIONS
1. What do you need to do to ensure that you have the right personalities in your coaching relationships?

2. What do you need to be doing to ensure ongoing development as a Coach and as a Protégé?

3. How can you ensure that you have the right mix of coaching relationships to optimize leadership transformation?